

For the Northern District of WV

William E Scott Jr

P.O. Box 8

Helvetia WV 26224

Plaintiff

v

Carter Roan Coal Company

2112 N. Roan Street, Suite 500

Johnson City, Tenn 37601

Rep

Jonathan R Ellis Esq

Mark C Dean Esq

Step toe & Johnson PLLC

Chase Tower, Seventeenth Floor

P.O. Box 1588

Charleston WV 25326

Copy of Last Letter to Maria

FILED

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U.S. DISTRICT COURT
ELKINS WV 26241

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Kleeh

William E Scott Jr

Sept 25, 2019

Maria

The answer to your question is NO, but there ARE other circumstances why they didn't ① Stacey Brown left so that stopped the retaliation against me! ② Vince Arbogast left for gas job in May of 2018, Memorial day weekend. ③ Not enough coal to run on Saturday, they were changing from "Long Run or Pleasant Hill mine" to Morgan camp mine. ④ I left Beech mt. going to Prep Plant.

Some times they work on Saturday and some times they don't, some times it is mandatory but, most of the time it's not. I was on the computer at "findlaw.com" they had a list of Prohibited Actions by an Employer. One of them was Imposing more or different work requirements on an employee because of that employees religious beliefs or practices.

Let's look at Stacey's letter again, She says "Once all of your personal days ARE Exhausted, further absences for scheduled work on Saturday's that you cannot^e work (for reason with religious beliefs will be counted as an Excused absence. Now notice this when she takes my Last Personal Day, it changes the work requirement from,

Willie E Scott Jr

4/21/2018 to 12/31/2018 on Sunday, Monday, Tuesday, Wednesday, Thursday & Friday, by making them mandatory if the plant works, or UNEXCUSED if I miss one of these days. Stacey says "I accommodated his religious day, so what if I took his personal days!! This is why they "other day beside Saturday" would be mandatory or UNEXCUSED.

They are other way to Accommodate religious days, like Flexible scheduling, Voluntary substitutions, or swap "providing that they work on Sunday" Job reassignments, lateral transfer & unpaid leave are other examples of Accommodating an employee's religious beliefs. I don't know why they didn't use another Accommodation? They could have taken my holidays or Vacation day and leave my personal days. So, what happen when I miss another day besides Saturday? UNEXCUSED! 4/21/18 to 12/31/18.

Carter Road did not start accommodating me until after 4/26/18, they just done the same thing that I could have done, which was turn in my personal day for a Saturday Sabbath. They have been willin 2 do it.

discriminating against me because of this, when you make Sunday mandatory, Saturday is Automatically made mandatory Every time!! When they make Saturday mandatory, they do not automatically make Sunday mandatory, it seldomly is hardly ever made mandatory like 4/14/2018 & 4/20/2018, treating other employee's different from me.

Step toe Argument for a time-barred excuse saying I didn't file in time is Also Wrong! I had been communicating EEOC starting on 4/29/2018 & calling them after this date, Also told my intake appt was cancelled on 11/8/2019 because of government shut down.

Step toe Argument for Failure to Accommodate, did Carter Roag follow their own Employee's Handbook to discuss the Accommodating, **NO!** Carter-Roag's response is that they NEVER AT ANY-time counted my religious day as UNEXCUSED, SO, was it always Excused, then if yes, That is what makes my work requirement, Excused, Also. NOW if my religious day is counted as UNEXCUSED my work requirement would be UNEXCUSED also, which gives them the right to demand a personal day for a Work requirement.

with EEOC.

Now the question is on 4/14/2018 & 4/20/2018 Are the Saturday Sabbath Excused or UNEXCUSED? What Action should Stacey choose, if they are ~~is~~ Excused, NO Action Needed!! But, if it is UNEXCUSED it needs to be charged to the personal days to cover the work requirement that had not be covered by the Saturday Absence.

What happened to "AT NO POINT DID CARTER-ROAG COUNT THESE ABSENCES AS "UNEXCUSED"??".

If Carter-Roag has the right to choose the way to Accommodate me through Title VII of civil rights of 1964 and they didn't apply it right, then they should be responsible for any discrimination ~~by them should be~~ caused by them, with their action to me. Now Saturday is NOT the ISSUE. The Issue is discrimination All Along. Just because you stop taking my Saturdays for now, doesn't stop the discrimination.

I Think that Carter-Roag doesn't follow all the policy's that Title VII require
Walter E. Baker Jr

Because they don't follow their own
policy's in their own Employee handbook
manual. The Discrimination has already
happened, can you take it back?
If Title VII civil rights of 1964 are
to protect me from religious discrimination?
Why would you use them to treat me
different from other employees?
Title VII does not require an employer
to entirely eliminate a conflict between
an employee's religious practice and the
work requirement of his or her job. Carter-
Roag does not want to work with employees
they have 180 people working for them
but, cannot work around 1 employee!
religious belief, without causing discrimination.

William E Scott Jr

WES

After I check out Title VIII civil rights
of 1964, which are to protect ~~Religion~~ ~~from~~
~~discrimination~~!

me from religious discrimination! Actually
discriminates my religious freedoms?

I will be writing another letter to you
after more research.

William Scott

I don't think Carter Roag is applying
it, righty!

Title ~~VIII~~

Walter E. Scott

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